

## ADMINISTRATION

### Department of Human Rights

Effective July 1, 2007, the Iowa Department of Human Rights (IDHR), Division of Community Action Agencies, became a TANF sub grantee responsible for administering the **Family Development and Self-Sufficiency (FaDSS) Program for FIP Families**, funded with TANF and state MOE dollars. (See later program description under *Family Investment Program (FIP) Related Programs*.)

Effective July 1, 2019, the IDHR implemented the **FaDSS Program for Non – FIP Families to provide FaDSS services** to families not eligible for FaDSS program services described under *Family Investment Program (FIP) Related Programs* (See later program description under *Other TANF or State Only Funded Programs*.)

The IDHR consists of the following:

#### Divisions

Community Action Agencies  
Criminal and Juvenile Justice Planning  
Community Advocacy and Services

#### Offices

Asian and Pacific Islanders  
Deaf Services  
Latino Affairs  
Native Americans  
Persons with Disabilities  
Status of African Americans  
Status of Women

The Governor appoints and the Senate confirms the Director, who in turn appoints each Division Administrator. Each Division and Office has a Commission or Council appointed by the Governor and responsible for: studying opportunities for and the changing needs of underrepresented populations; serving as liaison between the IDHR and the public; recommending adoption of administrative rules; and recommending legislative and executive action to the Governor and General Assembly.

#### *Family Investment Program (FIP) Related Programs:*

##### • **Family Development and Self-Sufficiency (FaDSS) Program for FIP Families:**

This program provides intensive in-home family development services to families receiving FIP and identified as having multiple or severe barriers to self-sufficiency and family stability. FaDSS participants leaving FIP can continue to receive transitional services for a seven-month period to progress toward permanent self-sufficiency. Former cash recipients receiving FaDSS services are deemed eligible based on meeting the State's income and resources criteria applicable to their receipt of FIP cash assistance. The Iowa Department of Human Rights,

Division of Community Action Agencies, administers this program. The program is available statewide and services are provided by contracted agencies.

FaDSS intensive in-home family development services include the following core components:

- Home visits that include all family members when appropriate.
- Assessments specific to the whole family, parents and children in the home. (Examples of assessments are Family Self –Sufficiency Matrix, Relationship Assessment Tool, Ecomap, Measure of Family Well- Being, AC-OK Screen for Co-Occurring Disorders, ASQ-3, ASQ-SE3 and Casey Life Skills.)
- Goal setting to help the family develop short and long-term goals centered on self-sufficiency and family stability needs. Goals are developed that are whole family, parent and child- focused.
- Referrals to help families access community resources to overcome barriers and to access opportunities within their communities. Referrals are made for all family members based on the need of the individual.
- Support, which is ongoing, strength-based and focused on solutions. The family development specialist builds a trusting and respectful relationship with the entire family which enables the program to work alongside the family to assist them in meeting their goals.
- Advocacy, to help families develop self-advocacy skills through modeling and empowerment to ensure services are equitable, inclusive and responsive to the whole family.
- Group activities to break isolation, encourage networking and help families reconnect to their community. Family, parent and child focused groups are being planned.
- Flexible funding, whereby FaDSS provides funds (as available) for supportive services to address a family's particular needs when other resources are not available. These funds can be for whole family, parent or child needs. (Very few grantees have flexible funding. If they have funds, the grantee does not give funds directly to the family, they pay the vendor on behalf of the family. These funds are only used if the family can't secure other resources within the community.)

Services are customized to meet the unique needs of each family and provided to all family members as necessary and appropriate.

#### ***Other TANF or State Only Funded Programs:***

- **Family Development and Self-Sufficiency (FaDSS) Program for Non-FIP Families:**

This TANF and state MOE funded program provides the same type of intensive in-home family development services as described under *Family Investment Program (FIP) Related Programs*, to families not eligible for FaDSS services under that section as they are not currently receiving FIP nor have they received FIP in the past seven months. This includes: families who have never applied for or received FIP; former FIP families beyond the seven month extension period for receiving FaDSS; and families ineligible for FIP for various reasons ranging from being over income, to meeting the 60-month time limit. Families must meet the eligibility criteria described below.

The program will work with families until the family has achieved a measure of self-sufficiency and family stability equivalent to meeting a household survival budget, as described under the “eligibility criteria” income limits.

The Iowa Department of Human Rights, Division of Community Action Agencies (DCAA), administers this program. The **FaDSS for Non-FIP Families Program** will begin July 1, 2019, as a pilot project, at five to six contracted agencies in targeted areas in the state.

Eligibility criteria:

- The following definitions and criteria described under **Iowa’s Family Investment Program (FIP)** apply:
  - Citizen or qualified alien.
  - Social security number or proof of application.
  - Iowa residency.
  - Family composition.
  - Dependent child in the household.
- Gross income at or below 175% of the federal poverty level based on family size at enrollment into the program and less than or equal to 65% of the state median income level based on family size for continued eligibility as determined by the Low-Income Heating Energy Assistance Program (LIHEAP) criteria.
- Continued eligibility will be assessed on an annual basis as determined by the LIHEAP criteria.
- Households can meet income eligibility through categorical eligibility that is determined by the LIHEAP, Head Start and Early Head Start programs, Women, Infants, and Children (WIC) programs, Supplemental Nutrition Assistance Program (SNAP) or other programs determined by the DCAA.
- Meet one or more of the at-risk criteria established in 427—15.4 (216A) Iowa Administrative Rules.

Certain aspects of this program meet all four purposes of the TANF program:

1. Provide assistance to needy families so that children can be cared for in their own homes;
2. Reduce the dependency of needy parents by promoting job preparation, work and marriage;
3. Prevent and reduce the incidence of out of-wedlock pregnancies; and
4. Encourage the formation and maintenance of two-parent families.